

The EQUAL Times

The newsletter of Equality Colorado

Equality Colorado, PO Box 300476, Denver, Colorado 80203 (303) 839-5540

Acting Director's Report

Tony Ogden

The alarm continues to sound, we hit the snooze button - but to no avail. We pull the plug - the noise continues. The wake-up call of November 3rd will, and should, continue to resonate in our ears for some time to come. No one ever said the fight for civil rights would be easy.

Colorado's anti-gay Amendment is not about Aspen, Boulder or Denver. At this point it isn't much about Colorado. It is about *basic civil rights* - an issue the world is confronting. Colorado is on the cutting edge. What we do and how we respond is watched by the world.

Since November 3rd, Coloradans have united as never before. I am inspired by rural communities which have enthusiastically begun projects and activities. Certainly, boycott action has stimulated interest and consciousness about constitutionalizing discrimination. Organizations are working on plans to reach neighborhoods, businesses and educate about issues facing gay, lesbian and bisexual people. All of these projects are important and exciting.

Equality Colorado has many projects in progress: Armchair Activists, resolution circulation, Fight the Right, Equality Neighborhoods and, with the Colorado Anti-Discrimination Coalition, Equality Businesses. You'll read more about these later.

Equality Colorado will continue to bring people together in the name of equal rights. A strong coalition of over 28,000 individuals, 150 organizations and 400 clergy provides the base from which Equality Colorado can enlist support and empower communities.

We are committed to working with local organizations and strongly advocate the development of local

strategies to build support from within individual communities. Help us stay informed about activities in your area. We look forward to sharing ideas and working together.

There has never been a more important time for the Lesbians, Gays, our friends, families and allies to **come out and be out**. A nationwide poll indicated nearly 50% of Americans believe they do not know a gay or lesbian person. Of course this is wrong, and we must change the perception.

We must all work, however possible, to educate and enlighten those around us. Working together we can, we will, we **MUST** make a difference.

Yours in spirit and action,
Tony Ogden

Transition Team Report

Taking a page from the Clinton handbook, Equality Colorado has formed a Transition Team to guide the organization during this early stage. The role of the Transition Team is to create a backbone of working advisory committees. The first Board of Directors will form from these committees. At this time, these working advisory committees are planned:

Fundraising
Media Development
Legal
Organizing
Program
Technology Assistance
Personnel
Outreach

Any and all are encouraged to participate in these working advisory committees.

The Transition Team announces a search for Equality Colorado's first Executive Director. We are seeking someone with experience in fund raising, media, grassroots organizing and minority community issues. Please send resume and salary requirements by March 19, 1993 to:

ED Search
Transition Team
PO Box 300476
Denver Colorado 80203

Walta proposal. Equality Colorado will sponsor a forum to discuss the Walta compromise proposal on March 15. Please call the Equality Colorado office for details.

Thank-you

Many people deserve our thanks for their behind-the-scenes work since the election. We'd like to acknowledge and express our appreciation to:

Sue Anderson
Kenny Bé
Mary Chase
Kevin Malloy
Kat Morgan
Tony Ogden
Lynn Palma
Lawrence Pacheco
Chuck Polisher
Michael Robertson
Pat Romero
Bob Roznick
Tina Scardina
Tea Schook
Anthony Tansimore
Debbie Winn
Tom Witte

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Please address all correspondence regarding The EQUAL Times to:
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PO Box 300476, Denver CO 80203

News from all over Colorado...

Colorado Anti-Discrimination Coalition (CADC): in partnership with Equality Colorado is working on its first project to seek pledges from businesses regarding their commitment to non-discrimination. We are asking businesses around the state to become an Equality Business and demonstrate this with window signs and in their advertising. Businesses will be asked to join this pledge drive by committing in their personnel policies to include all of the categories listed in the Denver, Boulder and Aspen anti-discrimination ordinances, including sexual orientation. An initial mailing to businesses on Equality Colorado's mailing list will be completed soon and will include a pledge survey and information about what it means to be an Equality Business. This approach will provide a more positive and proactive way for businesses to show their opposition to the anti-gay law passed in November.

If you work for, own, or know of a business which would be interested in becoming an Equality Business, please contact CADC at the Equality Colorado office.

Equality Colorado Neighborhood Committee (ECNC): was formed at the Denver town meeting on 11/9/92. Our accomplishments include: Producing informational materials for door-to-door distribution to Denver citizens. Trained 75 neighborhood educators for canvassing. Final trainings for new volunteers are scheduled for March. Actively pursuing grant monies. Participation in community awareness events, including an AIM action in Colorado Springs, MLK Parade, NOW Candlelight Presidential Vigil, and the Colorado Human Rights Summit. Working cooperatively with other educational committees and the Colorado Anti Discrimination Coalition. ECNC is dedicated to developing the neighborhood canvassing model for

Denver and surrounding counties and offering it to other communities. Contact Kerry Dallman through the Equality Colorado office. *Equality Colorado Neighborhood Committee - celebrating diversity one neighbor at a time.*

Grand County Equality Network (GCEN): is a county-wide coalition to insure equality for all Grand County residents. After the election, folks started crawling out from the woodwork to help "undo 2." We are in a unique situation because, although there was a 100% from all Colorado ski towns against the anti-Gay amendment, Grand County is the only county with a major ski destination to pass the amendment. The GCEN has been setting up committees, a speaker's bureau, focus groups to promote discussion and growth to humanize the Gay experience and a pro-business coalition to identify *Equality Businesses* in our area. Contact Phyl or Kate Boler-Schmidt at (303) 887-9620.

City of Boulder: "Valuing Diversity - Educating on Homophobia and Heterosexism" is a project sponsored by the Human Relations Commission. This project consists of a team of trainers who can, by request, come to organizations, businesses, classes, government agencies, etc. to offer presentations and workshops regarding homophobia and heterosexism.

The mission of this project is to disseminate factual information about sexual orientation in an educational and non-confrontational format in order to dispel myths and fears that form the foundation of homophobia, heterosexism and associated acts of discrimination.

The goals of the project include reducing homophobia, heterosexism and associated acts of intolerance, and promoting positive attitudes and interactions among individuals and

groups in the city of Boulder. Contact Dani Newsum at (303) 441-3140.

Common Decency Coalition (Grand Junction): There's lots going on on the Western Slope! There was a march and rally on February 13th. We're planning to hold a public event each month.

On February 17th Grand Junction City Council will vote to declare Grand Junction an anti-discrimination city. The City Council will not address Amendment 2 or the boycott, specifically but we're hoping they will voice their concerns about discrimination towards *anyone*.

From March 11-13, "*Springfield USA*", a play based on "*Our Town*" with a teaching theme of tolerance, will play at the Western Colorado Center for the Arts. A discussion will follow each performance. Contact Donna through the Equality Colorado office.

Jeffco Citizens for Human Rights (JCHR): the first meeting was held a few weeks after the passage of Amendment 2. Thirty-five angry and determined individuals came together and decided that they wanted to make a difference in Jefferson County. JCHR is a grassroots organization committed to promoting diversity, tolerance, and understanding in Jefferson County. Over one hundred folks are involved, working through the following task forces: Education/Outreach, Networking/Coalition Building, Fundraising, and Political Process Involvement.

If you're from Adams, Arapahoe, or Douglas counties, similar organizations will be hatched in your area soon. Call the Jeffco folks to plug in! Contact Nanc Osborn at (303) 279-7067 or Amy McClintock at (303) 420-6939.

Call Zak at the Equality Colorado office to add your group's activities!

Spiking the Right.....*Lawrence Pacheco*

One of the task forces of Equality Colorado is the "Fight the Right Project." The task force's mission is to work with national and local organizations to continue to develop comprehensive opposition research, expose the extremist agenda and build grassroots coalitions with other groups under attack to oppose extremism.

We have discovered that many people are unaware of the far right's presence in our state and their agenda. A person would be gravely mistaken if they believed extremist groups such as Colorado for Family Values were solely concerned about "special rights" for Lesbians and Gays. Citizen awareness is essential in our battle against extremism. This section of the newsletter will be used to inform our advocates of extremist activities and educate people on how they can organize to fight the right.

Colorado for Family Values is launching new offenses in the Amendment 2 imbroglio they created. In a November fundraising letter, Kevin Tebedo, CFV Executive Director, vows to export CFV's campaign of distortion and lies to help extremists in other states pass anti-gay initiatives. "We have been contacted by a number of other cities and states fighting similar battles. They have seen our success and want help. We feel it is our responsibility to provide that help throughout the nation," says Tebedo. Our office has been in contact with people from thirteen states who are currently facing anti-gay initiatives with "Colorado-style" language. The "gay issue" will be to the 1990's what the abortion issue was in the 1980's. It is predicted that every state in the union will face a gay rights battle before the end of the decade. We at Equality Colorado feel that is our duty to advise other states and share information concerning the radical right. This is not just a Colorado issue, it is a national issue.

On February 9, 1993, CFV fired off an explosive response to Greg Walta's Amendment 2 repeal proposal. The Walta proposal would repeal A2 and replace it with a law that would ban discrimination based on sexual orientation in housing, employment and public accommodations (various small businesses, all religious institutions and organizations, and voluntary membership organizations would be exempt from the law). The law would also prohibit hiring quotas and affirmative action programs for Lesbians and Gays. CFV's true bigoted colors are flying in the response they faxed out to CFV supporters. Kevin Tebedo states that "in short, Mr. Walta, banning discrimination against homosexuals is giving them special rights," and that "CFV recommends that anyone who voted 'Yes' on Amendment 2 vocally oppose this slap in our collective faces and do all we can to hasten its well-deserved death." A claim to discrimination is a special right? We have known all along that CFV types want the special right to discriminate against homosexuals, and Kevin Tebedo's words affirm our thoughts. "Truly disadvantaged minorities" have a claim to discrimination; is this a special right, and does CFV want to ban this special right? Are you next? Are you sure?

Finally, CFV has started a monthly publication called *Fairness Watch*. In their first issue, CFV attacks the Denver Public School "self affirmation" curriculum which includes examination of intolerance/prejudice, homophobia and stereotypes, and knowledge of cultural diversity. The article continues to say that these "homosexual indoctrination courses" are not optional and that children who voice opposing views will be punished in the classroom. CFV also makes a plea for parents to contact the school administration, attend school board meetings, PTA meetings and other school district forums where parents' voices can be heard. No such curriculum exists in Denver schools. The situation CFV is talking about is a questionnaire that was handed out to teachers at a continuing education seminar last fall. The questionnaire used reverse psychology to create sensitivity towards sexuality issues, and also provided information on how Lesbian and Gay youth can obtain counseling to deal with their sexuality. Once again, CFV continues to spread lies and misperceptions.

In the same newsletter, CFV announces the launching of Community Action seminars which provide "practical strategies and well-documented, damning information to help you keep your community safe from pro-homosexual indoctrination." The first of these seminars is going to be held in Boulder on February 26 and will be led by CFV staff and volunteers.

CFV is not the only organization active in our state. Religious right forces are pressing for "charter" school legislation that would allow public funding for private schools, including religious schools. The American Family Association ran a full page ad in *The Denver Post* attacking the entertainment industry and seeking contributions from the public. In Colorado Springs, Operation Rescue organized a "Just Say No to Homosexuals in the Military" rally. (*Have you called your national representative and Senators to urge them to overturn the ban on Gays and Lesbians in the military? It's not too late!*) Forces in the Springs have also initiated a series of confrontations with the public schools mythology textbooks and a self-esteem reading series. People expect the right to try to seize control of the local school boards in this year's board elections. Finally, restrictive reproductive rights legislation is expected to be reintroduced in the state legislature.

The Lesbian and Gay Community is not in this battle alone. The different communities who are under attack must become informed in order to mount a powerful offensive against the agenda of the radical right. Now that the extremists on the right have their foot in the door in Colorado, they are mobilized to attack other groups of people.

We must be organized, informed and motivated. To find out how you can join the battle against extremism call the Equality Colorado Fight the Right Task Force at (303) 839-5540.

Ripped from the headlines...

Why Colorado is being boycotted

WHEN NELSON Mandela was asked by the media why a boycott was important in South Africa when it was going to hurt his people as well, he responded that this sacrifice was important and necessary in the struggle for civil rights. The boycott against Colorado is also about civil rights. It is about the right of lesbian, gay and bisexual people not to be fired or evicted because of their sexual orientation. Jobs, housing and access to services are basic civil rights — nothing more and nothing less.

The recent discussions, charges and counter-charges about the boycott often seem to ignore the core issue of basic civil rights protections. This is, in part, because many voters continue to believe that this vote was about "special rights" rather than the real issue of basic civil rights. Many people believe that lesbians, gays and bisexuals are asking for something different in terms of civil rights protections. The reality is that lesbian, gay and bisexual people are not protected from discrimination in any way — federally, in Colorado, and in all but seven states. This means that they can be fired, evicted or denied access to services solely on the basis of being lesbian, gay or bisexual and they have no recourse.

Right wing Coloradans, with their "special rights" media messages and "no protected status" initiative language have successfully equated protected status with special rights. The ramifications of this to many other communities are far-reaching. Do persons in protected classes based on ethnicity, race, marital status or religion also have "special rights"? These people are more vulnerable than ever to attacks from the religious right.

Many voters do not understand the real agenda of the far right in placing these initiatives on the ballot and want to believe that their agenda is benign. Denying

SUE ANDERSON

civil rights is not benign.

I do not believe that most people cast their votes out of hate, nor do I believe that people in other states really think Colorado is full of bigots. What many people who are calling for a boycott do understand is that the right wing stealth strategy is dangerous. The strategy of placing ballot initiatives in Colorado and Oregon which were markedly different from each other in language was not accidental. It was well-planned to call national attention to the vehement, noxious language in Oregon while letting the seemingly benign ballot initiative in Colorado slip by. The reality is that these ballot initiatives have the same effects of denying basic civil rights protections to a particular class of people.

The stage is now set to continue these ballot initiatives in other states. In fact, work already is under way in at least eight to 10 other states to do the same thing. I do not believe for a moment that the 1964 Civil Rights Act would have passed had it been put to a vote of the people. Since when should the rights of any minority be decided by the majority?

The boycott of Colorado is something which began the day after the election by people who realize the extreme nature of what has happened here. I am concerned about the trend in Colorado — several years ago with "English only" and now with the anti-gay initiative. Many people fear that it might happen in other states and on other issues. This fear is one of the major reasons why a boycott is useful.

This issue is not just about Denver, Boulder, Aspen or even the state of Colorado. This is a national issue. Sending the message to other states that this is an issue which is being taken very seriously by

all who are concerned with civil rights is an important part of the boycott message. It gives the message to chambers of commerce and other leaders in targeted states that they need to be active from the start, not after it is too late. Some of our leaders were active all along the way in the fight against Amendment 2, but others stood by complacently.

The boycott is also a symbolic act of solidarity by groups and individuals saying that they are in support of civil rights for all people, with no exceptions. This symbolism is a vital rallying cry to all people concerned with equality and justice around the country. The boycott is not necessarily going to change votes in Colorado, but it is certainly provoking discussion and conversation about the issues. These discussions and real education about the kinds of discrimination and other issues faced by lesbians, gays and bisexuals are what will change votes.

The boycott endorsed by many national and local groups encourages people to come to Colorado to help undo the anti-gay initiative. This is especially true of entertainers and other celebrities who own property in this state. They have an obligation to help with the efforts to undo this law and the effects it already is having on lesbian, gays, bisexuals and our allies. An in-state boycott is designed to support those businesses which support equal rights for all people and to boycott those which do not. The boycott may hurt some people, but this anti-gay law also hurts people deeply.

The right wing extremist agenda must be stopped. This boycott is merely one of many strategies to bring an end to discrimination, but hardly the only one.

Sue Anderson is the former executive director of the Denver Gay and Lesbian Community Center and a member of the board of directors of the National Gay and Lesbian Task Force

Ripped from the headlines... is a forum for issues of interest to Equality Colorado supporters. The opinions expressed here may not reflect the opinions of Equality Colorado. All articles reprinted with the permission of the author.

'Radical' gays, lesbians open doors for others

By SUE LARSON

As a Lesbian (with a capital "L"), I am disgusted but not surprised by the accusatory outbursts and blaming of some lesbians such as Brenda J. Robinson of South Boulder (Open Forum Nov. 26).

In particular, I am mortified by the personal attack upon Christopher DeWinter. Christopher values his own personal liberation, and that's where *any* liberation movement begins: "self-respect before respectability." Yet if Christopher cries, he's a "sissy." If he is angry, he's a "radical." I wonder how many gay men who are dying from AIDS Brenda has known — men who have given their last years to the liberation movement.

Brenda seems to be one of those denial-ridden members of The Walking Dead, people whose desperate priority is to suffocate feelings, and to shame emotional process out of anyone around them. Brenda must be one of those homosexuals who participates in the Closet Movement, the "Be good so straight people will like us" movement — never mind the dignity and self-determination of gays, lesbians and bisexuals. If emotions are all it takes for Brenda to be "turned off" from the cause, then we surely don't need such overwhelming dedication.

Perhaps Brenda's style of support would secretly demand that African-Americans iron their hair, and that Sen. Nighthorse Campbell cut his ponytail. She refers to us as "gay extremists." Does her political consulting involve writing brochures for Colorado for Family Values? It's a shame that Brenda walks the tightrope of letting her enemy define her.

"As a professional consultant who" has also been involved in several campaigns — as well as the liberation movement — I can only conclude that Brenda did nothing to help in Colorado, but rather waited until we were writhing in pain after such a tragic and dangerous defeat before she came swooping down

to spit salt in our already toxic wounds. What a contribution.

I hear that Brenda is new in town. As a Lesbian who has lived in Boulder for nearly 35 years, I have observed and participated in the 20-year battle against identical rhetoric (check the Boulder Daily Camera in 1974 for the "special privileges" argument). Yet, whereas we lost 2 to 1 in 1974's election, in 1992 we won 3 to 1 in the city of Boulder.

Much of this was absolutely due to a history of protests by so-called "radical" activists who know that direct action and visibility is just as crucial a part of education as is working "within" the system. It is no coincidence that the only city to witness "radical" direct action protests during the campaign was the same city with the record-setting "No" vote against Amendment 2.

Brenda, Glennys McPhilly (Daily Camera, Nov. 19), and all who attack "radical" activists are simply people who do not want to be classed with those of us who have our feelings. Anyone who says (as has Brenda) that "Colorado is still a wonderful place to live, gay or straight" is in severe denial and speaks from a point of privilege. I guess Brenda didn't get a chance to chat with the gay man in Colorado Springs who committed suicide on Nov. 4. Do people honestly believe his death was due to that innocent undecided voter?

How sad that I must fight not only against Colorado for Family Values (who want to silence me), but that I must also fight against Brenda Robinson *et al* (who want to silence me). Tell me, just what is the difference between Brenda and Colorado for Family Values? They both want to silence me to death.

We are in a war. War = conflict. For you "inhibitionists" who have trouble watching conflict and anger "exhibited" by others, stand aside. Lives are on the line here, and your internalized homophobia is no help. Jews tried to assimilate in Germany. What did it get them? The Nuremberg Laws were just the beginning. Read them, read Amendment 2, and do a little comparative analysis. Will you still be crying "Be good, act nice, we're just like you, it's a private issue" as they haul you off to the "cleansing" camps?

Remember the imprisonment of Japanese-Americans, and how it took this country nearly 50 years to "discover" this action as unconstitutional. Are you going to wait for trickle-down justice? Justice has always started from the bottom up — from loud, visible, out activists. People don't listen if you begin by asking nicely. Even community governments take years to respond.

Straight people don't suddenly decide to "give" queer people our rights any more than men "gave" women the right to vote, or whites "gave" freedom to slaves. There was a civil war, remember? We have to fight for freedom, as Frederick Douglass described: "Those who profess to favor freedom and yet deprecate agitation are people who want

and persistence. It also requires diversity — diversity of political strategy.

For those of us who have been working hard for years, there were many others before us, and others before them. We all stand on someone's shoulders. Our work is simultaneously seen and unseen. More crops have been planted by us than you are aware of, Brenda. We are "radical activists" who continually open doors for you, thereby allowing you the privilege of appearing "respectable" while criticizing us — instead of thanking us as you should.

Assimilationists need to think long and hard about the politics of respectability. Civil rights are not just for the straight-acting and straight-appearing. Civil rights are for everyone.

Direct action and visibility are just as crucial a part of education as is working "within" the system. It is no coincidence that the only city to witness "radical" direct action protests during the campaign was the same city with the record-setting "No" vote against Amendment 2.

crops without plowing up the ground." Isn't this what "grassroots" is all about?

Try a little resourcefulness, Brenda. And don't be such a quitter. The campaign turned me off, but I worked hard just the same, because I value my life, my identity, and my loved ones. We "obnoxious exhibitionists" have been working hard for years, in every way possible, achieving many landmarks: Boulder's civil rights law for gays, lesbians, bisexuals and heterosexuals; mainstream educational programs years in the making; removal of the United Way sign from city property (a 2-year struggle); participation of Boulder officials in the Pride Parade; news coverage of our issues; and many other endeavors taken for granted, but initiated by "radical activists."

After all, social change is a radical thing, requiring tenacity

So stop trashing those of us who secured your civil rights here five years ago. Indeed, if it weren't for a handful of "radical activists," Boulder wouldn't have any "gay rights" to defend!

Gay African-American writer James Baldwin offers a cogent warning appropriate for homophobes, both gay and straight: "The question is not one of acceptance, but one of forgiveness. It is not whether you will accept us, but whether we will find it in our hearts to forgive you."

(Sue Larson was field organizer for EPOColorado, public education coordinator for Boulder's 1987 Equal Protection Coalition, and a founding member of the Colorado Gay and Lesbian Task Force and of the Boulder Queer Collective. She is also a business associate with Christopher DeWinter for VisAbility Partnership, and thanks him for being alive.)



LARSON

Fighting the Right: A Regional Strategy and Networking Conference

March 13-14, 1993 • Executive Tower Inn • Denver, Colorado

Fundamentalist leaders and their 40 million followers mobilized during the 1992 campaign season. With their formidable political machine, the far right succeeded in electing hundreds of religious right members to school boards, state legislatures, U.S. Congressional seats, and passed anti-gay rights initiatives in Tampa, Florida and Colorado. Colorado is a key victory state for the extremist right, and now they plan to export their rhetoric and stealth campaign tactics to a dozen other states in 1994.

Equality Colorado, in conjunction with the National Gay and Lesbian Task Force and Ground Zero, is hosting a Fight the Right Strategy and Networking Conference, March 13-14, 1993, to provide activists with a perspective of the radical right and their attacks on Lesbian and Gay rights, public schools, choice, and multiculturalism.

People from Seattle to Miami will have the opportunity to network with other states and strategize on how to curtail the activities of the right. National and local leaders will conduct workshops dealing with grassroots organizing, campaign strategies and media training.

Although activists have called for a boycott of Colorado, national groups have endorsed a boycott that allows for activists to travel to Colorado to organize in fighting the right. Attending this seminar will allow people to gain valuable skills to fight anti-gay initiatives and would not be in violation of the boycott.

Saturday, March 13, 1993

7:30 a.m. Registration (continental breakfast will be served)

8:30 a.m. Welcome (opening remarks from participating states)

9:45 a.m.- 12:30 p.m. Panel Presentation

An overall picture of the religious right, their agenda, and their development and current strategies. Civil rights vs. special rights discussion and Q&A period. Conducted by Suzanne Pharr, Executive Director of The Women's Project in Little Rock, AR, Scot Nakagawa, NGLTF Fight the Right Project and Suzanne Goldberg, Lambda Legal Defense and Education Fund.

2:00 p.m.- 5:00 p.m. Under Attack: Coalition building

Building a movement and winning campaigns; linking all parts of our community together through inclusion and accountability; then linking the lesbian and gay community with other targeted groups. Conducted by Suzanne Pharr, Scot Nakagawa, and Suzanne Goldberg.

Media Advocacy 101

Basic elements of effective press tactics and actions including writing media advisories, producing press messages and other elements of public relations. Conducted by Robert Bray, Director of Public Information, NGLTF.

6:30 p.m.- Caucus time and networking

8:00 p.m. A time for groups with similar interests to discuss issues.

Sunday, March 14, 1993

9:00 a.m.- 12:00 p.m. Grassroots Organizing:

Building on models that have worked; developing new ones. Conducted by Scot Nakagawa and Suzanne Pharr.

Campaign Organizing:

What is a campaign? Field strategizing, field organizing, skills building. Presenters TBA

Media Advocacy 201

This workshop will focus on more advanced tactics of media activism, including developing media plans, "spin" control, reactive and pro-active public relations, "Pitching" stories and more. The workshop will feature special focus on responding to special rights rhetoric and creating media events to fight the far right. Anti-gay videos such as "The Gay Agenda" will be shown and discussed. Conducted by Robert Bray, Director of Public Information, NGLTF.

12:15 p.m.- Closing. What did we learn?

1:00 p.m. Remarks from participating states.

If you are able to provide community housing for out of state participants, please call Lawrence at the Equality Colorado office - (303) 839-5540.

One-minute survey

Please answer this painless survey and return this entire page to Equality Colorado

1. Boycott. Would you say you are: ____ Pro-boycott ____ Pro-boycott with reservations
____ Anti-boycott ____ No opinion
2. Religious Right. Would you say that the Religious Right is: ____ Gaining power ____ Losing power
3. Activity. Since the November 92 election, would you say you are politically:
____ More active ____ Less active ____ No change in activity
4. Would you support adding "sexual orientation" to the 1964 Civil Rights Act? ____ Yes ____ No
____ No Opinion
5. Military. Do you support the ban on Gays and Lesbians in the military? ____ Yes ____ No
____ No Opinion

- ☐ I want to participate in the FIGHTING THE RIGHT CONFERENCE. I have enclosed my check or money order payable to Equality Colorado for \$10.00. Cost is \$15.00 at the door. *(Limited scholarships are available. Please call the Equality Colorado office.)*
- ☐ I want to participate in the DIVERSITY AWARENESS SEMINAR. Cost is \$10.00 at the door. I understand that registration is limited. *(Limited scholarships are available. Please call the Equality Colorado office.)*
- ☐ I publicly pledge my commitment to fight discrimination in and out of the work place, and to inform co-workers, friends, family and neighbors of my opposition to bigotry, hatred and discrimination in any form. **NEW SIGN-UPS ONLY! IF YOU RECEIVED THIS IN THE MAIL YOU DO NOT NEED TO SIGN-UP AGAIN!**
- ☐ I want to volunteer.

Name

Organization/Title

Address

City

State

ZIP

Signature

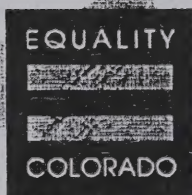
Frequently we are asked, "I can't volunteer and I already gave money, How can I help?"

To answer this query we have compiled the following wish list!

WE NEED:

desks
filing cabinets
assorted office supplies
hanging file folders
manila file folders
copy paper - all colors and sizes!
cash box
envelopes
bulletin boards
office partitions
IBM laser printer
bookshelves
post-its

If you want to donate something not on this list, call Zak at the Equality Colorado office!
Equality Colorado has filed for tax deductability status.
See your tax advisor for tax deductability guidelines.



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BULK RATE
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Time-dated material

Please check your name and address, make corrections and return this page to Equality Colorado.